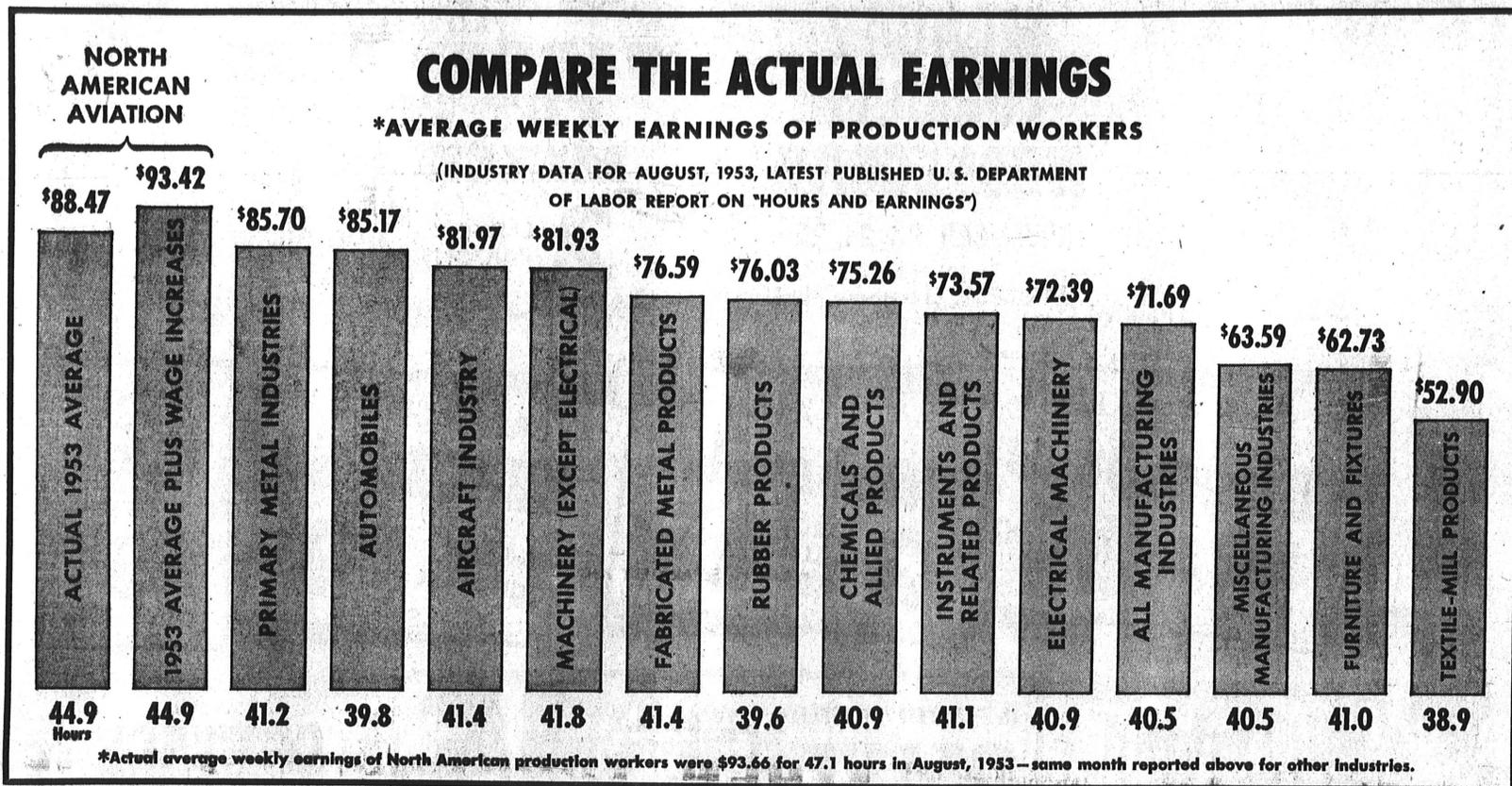


NORTH AMERICAN REPORTS



INCREASED WAGES AT NORTH AMERICAN give the production workers pay of \$1.50 to \$2.47 an hour, AS HIGH AS PAID, OFFERED, OR ACCEPTED IN ANY OTHER AIRFRAME COMPANY IN THE AREAS WHERE THE COMPANY OPERATES—Give North American production workers average weekly earnings exceeding the weekly earnings of production workers in most large U. S. manufacturing industries and exceeding the weekly average earnings of production workers in all U. S. manufacturing industries by 30%.

EMPLOYEES OF OTHER COMPANIES, who have had the privilege of secret ballots on wage proposals offered them, have gained similar increases without lost time or have continued to work during peaceful negotiations.

This is what the Company has offered

NEW PAY INCREASES—Pay increases for all employees raising wages and salaries by 4 per cent of their present base pay.

PLUS an additional 4 cents per hour increase for employees in the highest rated factory jobs to meet the area pattern.

PLUS an additional 2 cents per hour increase as a cost of living allowance.

PLUS an additional 5 cents per hour increase for all leadmen.

TOTAL—8 to 20 cents per hour increases in pay put into effect October 26.

NEW INCREASES IN OTHER ECONOMIC BENEFITS

INCREASED GROUP INSURANCE BENEFITS—These are the added group insurance benefits proposed at no additional cost to employees:

1. Increase the minimum life and accidental death and dismemberment protection for all participating employees from present \$2,000 to \$5,000, with a reduction in cost for those employees now paying for more than \$2,000.
2. Increase the maximum surgical operation allowance for employees and their dependents from \$225 to \$350.
3. Increase the maximum allowance for special hospital services for employees and dependents (now \$120) to \$120 plus 75% of next \$1,200—a new maximum of \$1,020.
4. Increase maximum duration of daily hospital allowance for employees and dependents from 31 days to 70 days.

SIX GUARANTEED PAID HOLIDAYS—Holiday pay guaranteed for the following holidays even when they fall on a weekend: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.

BETTER COST OF LIVING PROTECTION—The company has proposed a cost of living plan 13 per cent more liberal than the plan now in effect.

LONGER VACATIONS—The company will pay employees for 3 weeks of vacation per year after 15 years of service, plus 1 week of sick leave. Employees are now paid for 2 weeks of vacation plus 1 week of sick leave after 1 year of service.

HERE IS THE RECORD:

DOUGLAS (EL SEGUNDO). Voted by secret ballot to accept company offer.

HUGHES (CULVER CITY). Accepted company offer.

DOUGLAS (SANTA MONICA). Rejected company offer but voted by secret ballot to continue peaceful negotiations.

HUGHES (TUCSON). Accepted company offer.

LOCKHEED. Rejected company offer but voted by secret ballot to continue peaceful negotiations.

NORTHROP. Company put into effect 5% general increase plus additional 5% for leadmen.

WAGES LOST BY THE UAW-CIO strike at North American total \$10,603,912
The average employee who has not yet returned to work has lost \$373.88

31,802 EMPLOYEES INCLUDING 10,352 IN THE BARGAINING UNITS REPRESENTED BY THE STRIKING UNIONS ARE ON THEIR JOBS
THE GATES ARE OPEN TO ALL EMPLOYEES

NORTH AMERICAN AVIATION, INC.